



MARATHWADA MITRA MANDAL'S

INSTITUTE OF MANAGEMENT EDUCATION RESEARCH & TRAINING (Affiliated to University of Pune and Recognised by AICTE, New Delhi)

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The guidelines contained in the judgment dt. 13.8.97 of the Hon. Supreme Court in Vishaka & others versus State of Rajasthan envisaged creation of an appropriate complaint mechanism in the employer's organization including a Complaints Committee of the composition stipulated therein for speedy redress of the complaint made by the victim. As per the guidelines of Hon. Supreme Court in above mentioned case Institute of Management Education Research & Training has constituted 'Internal Complaint Committee' for speedy redressal of any complaint related to Sexual Harassment or Gender Discrimination and curb any such incidence.

Objectives:

1. To examine complaints of sexual harassment or sexual discrimination pertaining to the female staff members and the female students.
2. Take necessary remedial measures wherever possible or submit its findings with recommendations to the Director.
3. To pursue for time-bound enquiry of the complaints, wherever necessary.
4. To provide special counselors to the victim, as and when necessary.
5. To report to the Governing Council and the Director of Institute, if there is a prima-facie case for legal or disciplinary action against the perpetrator of the crime and to pursue the case to its logical end.
6. To ensure safe and healthy working environment for the female employees and the students, whereby they are protected against any kind of victimization and are always provided with environment which is free from fear and is conducive to progress and for discharging their duties.

Internal Complaint Committee of Institute of Management Education Research & Training:

| Sr. No. | Name | Designation | Representing Committee as |
|---------|-------------------------|---------------------|---------------------------|
| 1 | Prof. Yogini Kulkarni | Assistant Professor | Secretary |
| 2 | Prof. Pranjal Jadhav | Assistant Professor | Teaching Staff |
| 3 | Mrs. Jayashree Pardeshi | Accountant | Non Teaching staff |
| 4 | Ms.Rutushree Nair | - | Student Representative |
| 5 | Ms.Kaveri Dahiphale | - | Student Representative |
| 6 | Ms.Ranjani Andhare | - | Student Representative |